

## **Committee on Equal Opportunities Minutes**

### **June 16, 2001**

The Committee on Equal Opportunities met June 16, 2001, at the Council on Postsecondary Education's offices. The following members were in attendance: Mr. Baker, Mr. Graham, Ms. Helm, Mr. Thomas, Mr. Wilson, and Ms. Watts. Members absent: Ms. Prather, Mr. Richmond, Mr. Robinson, Mr. Welch and Ms. Weinberg. Council member Joan Taylor attended the meeting. Mr. Barger chaired the meeting.

The minutes of the June 26, 2000, meeting were approved as presented.

**Key Indicators:** Mr. Davies gave a brief presentation. The Key Indicators are a set of indicators of progress toward postsecondary education reform. There are various reporting systems and elements of information that are important in this system: the set of key indicators; the goals set by this committee by which equal educational opportunity is monitored in the public system of postsecondary education; the agreement with the federal Office for Civil Rights; and a Web-based consumer guide where potential students can tap into to get information about institutions. We will take to the council in May the goals having to do with enrollment and retention projections through 2006. This data can be analyzed by race or gender or age by county, region, and institution.

**Commonwealth of Kentucky and the OCR Partnership Agreement Status Report:** Mr. Jackson updated the committee. The council entered into a partnership agreement with the Office for Civil Rights in January 2000. Part of the commitment within the partnership agreement calls for the council to provide status reports to the Office for Civil Rights on a periodic basis. A summary of the primary points are:

Enhancement of Kentucky State University: the renovations of two academic buildings and one dormitory, and a request that the council, the University of Kentucky, and the University of Louisville provide assistance to Kentucky State University to strengthen the teacher education program. The renovation of the two academic buildings Carver Hall and Hathaway Hall were funded by the 2000 General Assembly. Those renovations are in the programming and design stage. The university requested that the renovation of Young Hall be delayed. The council at its September 2000 meeting agreed because of the extenuating circumstances surrounding the KSU request.

Teacher education program: the Office for Civil Rights expressed concern about the earlier review of the program by the Education Professional Standards Board. The EPSB has taken the KSU program off probation. Only two areas remain a concern for the review team. The review team recommended that KSU continues to work toward eliminating the two remaining issues.

The Partnership Agreement called for KSU students to perform at or above the statewide average on the PRAXIS II test for teacher certification. The KSU students pass rate was 54 percent. The statewide average is 93 percent.

Mr. Ken Eke addressed the committee. KSU is moving in the right direction -- a 20-point increase over last year. Last November, in keeping with the recommendation of the CEO, we met with representatives of the University of Kentucky and the University of Louisville to learn about best practices that will help improve our scores. We have also talked extensively with UK about how to provide students with support. KSU is establishing an institute for professional and career preparation that will serve as a platform to bring together all the resources in the area of supporting students. We are trying to make sure that we strengthen those areas for faculty development and increase student support that so that by next year we will meet the goal of at least 85 percent. During the past two years, the education program at Kentucky State University has gone through a lot of changes and those changes led to the program being placed on probation, but we are moving forward. Also two years ago, the general sense was that teacher preparation was a business of the teacher education program. The views have changed significantly over the past year and a half. We tried to make sure that we see it as a campuswide responsibility.

Mr. Jackson stated that the cut off score for determining who passed was changed January 2001. The new cut off score for this year is the 25<sup>th</sup> percentile.

Mr. Barger asked for specifics about after the students enroll – not just before test taking. Dr. Eke replied that all faculty involved in this will take the practice test. The entrance requirements have been raised to a GPA of 2.75. This is one measure of trying to make sure that we have good quality students who take academics seriously. Area high school teachers are brought in to serve as visitor scholars. We are trying to use the institute as a platform or forum to address all test-taking problems.

The CEO requested more information on student performance on the PRAXIS. The CEO requested that KSU provide the committee, by June 1, specifics on what's being done to improve this situation and a report on the passing of minority students at every university.

There are several institutions whose campus environmental teams were not prepared or informed as to their function and purpose when the CEO and the OCR made campus visits in spring and fall 2000.

Committee members were concerned about the campus environment teams not understanding their function. Representatives from the institutions made some brief comments.

Betty Fritz-Cook, Kentucky State University. President's liaison for diversity management responsible to work on the campus climate relationships between the African American faculty and staff and the white faculty and staff. A series of discussions began almost immediately. KSU has provided diversity seminars, experiences, programs, and speakers. The climate between the racial and ethnic groups on the campus is much improved.

Sandra Moore, Eastern Kentucky University. EKU established the university diversity committee and it meets on a regular basis. The university recognizes it as a standing committee. The committee has gone through an assessment phase and it has gone through the process of developing a document for exit interviews for faculty and staff to find out why they leave EKU.

The committee is working on a campus climate survey to find out what the feelings of students, faculty and staff at Eastern regarding racial and/or campus climate.

Nancy Ray, University of Kentucky. The UK CET is the equal opportunity panel that has been in place for some time. They work with another campus group (that was functioning on campus earlier) called the inclusive learning committee. The committee meets every month and they have representatives from various constituency groups report on what they are doing and what they see the needs to be.

Cheryl Nunez, Northern Kentucky University. Our campus climate task force was formed in the fall. We have just concluded a campuswide forum to address some of the perceptions and misunderstandings of the campus climate. I attend their meetings as a representative from the president's office and the cabinet. The committee assesses the campus climate and makes recommendations to the president and the cabinet to provide programs and other activities. The team meets regularly. It has a very high profile in the sense that it has received a great deal of support from the president and the cabinet of the university.

Ralph Fitzpatrick, University of Louisville. UofL has a commission on diversity and racial equality. Our president opted to utilize that group as its campus environment team. The establishment of our commission on diversity and racial equality was formally approved and endorsed by our board of trustees. It was established along with a sister organization -- the commission on women. The membership of that body is comprised of about 30 people -- representatives of faculty, staff, administrators, and students. The president appoints the chair of that body for a two-year term. This committee is afforded an annual budget. A number of speakers were on campus this past year.

C. J. Woods, Western Kentucky University. WKU's committee is called the campus diversity committee and reports directly to the board of regents. We meet monthly and we have a chair and a co-chair. One is a faculty member and the other is the chaplain here at Western. We make recommendations to the president and to the board. Having a budget, a line item each year, does lend credibility to the committee. We also make recommendations in regards to affirmative action practices and the hiring practices that take place and may impact minority recruitment and retention.

Francene Botts Butler, Morehead State University. Our affirmative action committee, which was renamed to the campus environment team, has been in place since 1994. Its charge has always been to be the eyes and ears for the campus in terms of diversity issues, to identify the problems, and bring them forward to the affirmative action officer and to the president. This committee is in the process of developing a campus climate survey and some more specific training for the committee members.

The CEO requested a written status report on these campus environment teams by June 1. The report should include the current status -- where you are and what you intend to do, what's working, what do you have set up, how is it operating, and how will you measure success.

**Qualitative Waiver Request – Morehead State University:** Mr. Jackson stated that staff does not make recommendations to the committee on requests for qualitative waivers. The committee generally makes its recommendation to the full council based on the strength of the presentation of the institution requesting that waiver.

Representatives from Morehead were Dr. Eaglin, president, Morehead State University; Francene Butler Botts, director, office of human resources; Mike Moore, executive vice president for academic affairs; Valerie Waggoner, institutional research; and Keith Kappes, vice president for institutional relations. Dr. Eaglin made the presentation.

Retention of first-year African American Kentucky resident students, the goal was missed by eight students. Retention of all resident undergraduate students African American, the goal was missed by 16 in terms of the entire population. Six-year graduation rates – the cohort – was missed by two. Kentucky resident graduate student enrollments, was missed by five. The employment of African Americans, was missed by two and then employment of African American and other professionals, we were over the goal.

Institutional objective in employment of African American faculty, all African American applicants will be interviewed for any position at the university for which they meet minimum requirements.

The affirmative action officer can intervene in any search and, if necessary, terminate any search in order to improve diversity of the applicant pool.

Retention of first-year Kentucky resident students and the retention of all Kentucky resident undergraduate students, we are going to open a house and have an identity on campus.

Enrollment of resident graduate students, MoSU has five additional graduate assistantships for all African American students and a full waiver of tuition that will make us more competitive of graduate students from Kentucky this fall.

In order to strengthen recruitment of undergraduate African American students from Kentucky, we are providing recurring funding from the summer based Whitney Young Scholars Program for the involvement of African American students, alumni and the recruitment of students from Kentucky. We now have a full-time recruiter in the Lexington area.

We are also funding two sections of our action-oriented program for the recruitment and we are giving stronger attention to the effective use of our mentoring program for all new faculty, and staff with emphasis on African Americans.

The faculty senate has requested that all new faculty go through ‘University 101’ with emphasis on faculty development of understanding the institution.

A terminal degreed African American faculty member has been hired in the college of business and another is very close in the college of education, and we have employed at the high executive level an African American to direct English as a second language school.

The request was denied. Morehead can again request the waiver at the August CEO meeting.

**Status of Pass-through Programs 2000-02:** Rana Johnson made the presentation.

Southern Regional Educational Board Compact for Faculty Diversity. The council supported six scholars in the fall of 2000 with recurring funds. Nine additional scholars will be supported fall 2001 with non-recurring funds. The selection process will be complete by the end of July.

The council also provides grants to support 20 GMSCPP programs across the commonwealth.

The council will co-sponsor the first statewide conference for the GMSCPP program on June 13 & 14 at the University Kentucky. And the council will co-sponsor the 14<sup>th</sup> academically proficient African American senior high school conference at the University of Louisville. Kentucky's public postsecondary institutions are expected to participate in this year's (November 9-11) Louisville Defender Minority Expo at the International Convention Center in Louisville. Institutions have been invited to participate in the Governor's Diversity Day, Frankfort, November 14.

Mr. Jackson suggested that the June meeting, in addition to reviewing the waiver process, could also be used by the committee to discuss what's occurred since the adoption of the plan, since entering into the partnership with the OCR, legal cases, and the form and format of a future equal opportunity plan.

The CEO asked for a report on the legal environment, an update on SREB Scholars, and a presentation on the Action Agenda at the June meeting.

The meeting adjourned at 11:30 a.m.

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Sherron Jackson  
Senior Associate, CEO & Finance

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Carrie Lee Dean  
Executive Secretary